

2015 Total Compensation Adjustment Unit 9B - Unclassified Fire

6.76% Total Comp

3.50% Salary Increase

Effective 12/21/2014

Total Compensation Element	12/22/2013 Average Salary	Changes @ 6.76%	12/21/2014 Average Salary
Average Salary	\$ 14,167	\$ 495.86	\$ 14,663
<u>Mandatory Allocations</u>			
PERS			
Modified Employer PERS Rate **	38.942%	5,266.51	745.29
Alternate Death Benefit	0.128%	19.09	0.67
4th Level 1959 Survivor Benefits		4.00	-
Holiday Pay			
13 Days per Year	708.36	24.79	733.15
Vacation Pay			
8 Shifts per Year	467.05	16.35	483.40
Dental Insurance	97.00	-	97.00
Medical Insurance (PERS Min.)	119.00	3.00	122.00
Medical Insurance (City Min.)	626.17	(31.29)	594.88
PERS Medical Insurance Fund	2.00	-	2.00
Retiree Medical	250.34	225.66	476.00
<u>Discretionary Allocations</u>			
Life Insurance (\$40,000 Coverage)	15.60	(4.40)	11.20
Medical Insurance #	0.08	-	0.08
Uniform	41.67	-	41.67
Non-Reimbursed Med/Prof Devel.	41.67	-	41.67
Total Compensation	\$ 21,825.68	\$ 1,475.93	\$ 23,301.61
VEBA - City Funded	50.00		50.00
Total Compensation (for benchmark adjustment purposes)	\$ 21,875.68	\$ 1,475.93	\$ 23,351.61

**PERS rate applies to Salary, Holiday Pay & Uniform in estimating retirement costs; 2014-15 rate of 38.942% in the Total Comp begins with the PERS Employer rate of 38.977%, reduced by 0.035% for not having highest single year.

Medical Insurance includes Administrative Fee of 0.34% and excludes \$122.00 non-discretionary allocation.